
Faculty Salaries at California's Public Universities

2007-08

Methodology

- Report CSU and UC salaries compared to similar higher education institutions.
 - Because of differences between CSU and UC, the comparison groups and computations are also different.
 - Average salary by faculty class with each average projected forward one year based on previous five-year growth rate.
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Comparison Institutions

The California State University

Northeastern Region

Bucknell University*
Rutgers, the State University
of New Jersey, Newark
State University of New York,
Albany
Tufts University*
University of Connecticut

Southern Region

Georgia State University
George Mason University
North Carolina State University
University of Maryland, Baltimore County

North Central Region

Cleveland State University
Illinois State University
Loyola State University, Chicago*
Wayne State University
University of Wisconsin, Milwaukee

Western Region

Arizona State University
Reed College*
University of Colorado, Denver
University of Nevada, Reno
University of Southern California*
University of Texas, Arlington

The University of California

Harvard University*
Massachusetts Institute of Technology*
Stanford University*
State University of New York, Buffalo
University of Illinois, Urbana
University of Michigan, Ann Arbor
University of Virginia, Charlottesville
Yale University*

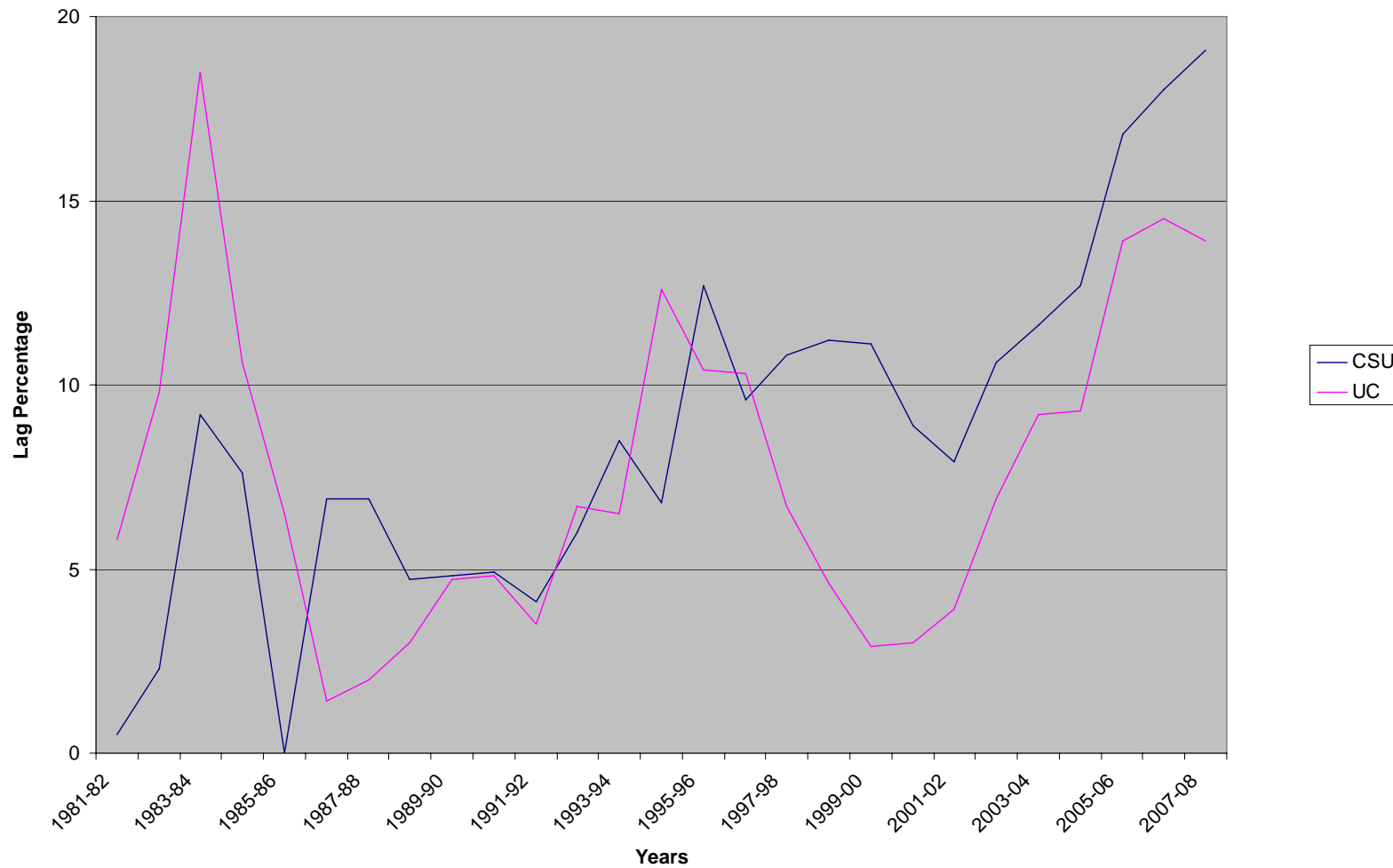
*Independent Institution

Faculty Salary Trends

- During first half of 1980's parity numbers between the CSU and its comparison group were smaller than the UC and its comparison group.
 - By late 1980's this situation reversed.
 - In the mid 1990's state revenues increased. The state was able to fund increases that reduced the parity gaps.
 - State budget shortfalls following the "dot com" bust impaired the State's ability to fund salary increases and the parity gap began to increase again.
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Faculty Salary Trends

UC and CSU Lag Percentage
1981 - 2008



CSU Parity Figures 2007-08

- Parity figure for 2007-08 is projected to be 19.1%. However, the actual level is likely to be different due to salary increases scheduled in the coming year.
 - Recently negotiated faculty contract should diminish the CSU's parity lag.
 - This methodology is only a rough measure of comparative compensation.
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CSU Parity Figures 2007-08

- Based on data from 2001-02 and 2006-07 period CSU dropped from 12th to 16th position in faculty salary ranking with similar institutions.
 - By level, faculty at the professor level dropped from 15th to 18th, the associate level fell from 11th to 16th, the assistant level fell from 12th to 15th and the instructor level fell from 10th to 11th.
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CSU Rankings and Average Salaries

2001-02 to 2006-07

	Professors	Associate Professors	Assistant Professors	Instructors	Overall Average
2001-02	\$81,467 15th	\$65,799 12th	\$52,549 10th	\$40,749 10th	\$68,892 12th
2006-07	\$89,421 18th	\$70,194 16th	\$60,186 15th	\$44,132 11th	\$73,440 16th

UC Parity Figures 2007-08

- The parity variance for 2007-08 is projected to be 13.9%. Salary increases during the coming year could diminish this number.
 - Overall UC is 5th in faculty salary ranking compared to similar institutions.
 - The professor salary level ranked 6th, associate professor level ranked 7th and assistant professor ranked 5th
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UC Rankings and Average Salaries

2001-02 to 2006-07

	Professors	Associate Professors	Assistant Professors	Overall Average
2001-02	\$109,680 5th	\$71,922 6th	\$64,221 4th	\$94,417 5th
2006-07	\$125,096 6th	\$81,696 7th	\$72,876 5th	\$105,711 5th

UC Salary Averages Compared to Other Public Universities

- Competitor public institutions pay higher salaries than UC at all three faculty levels.
 - Within the four public comparison institutions UC salaries rank 2nd in professor level, 3rd in associate professor level, 2nd in assistant professor level, but UC ranked 1st in overall total average faculty salaries. The difference between the level rankings and the overall ranking is due to UC's size and faculty mix.
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UC Salary Averages Compared to Other Public Universities

	Professors	Associate Professors	Assistant Professors	Overall Average
Univ. of Calif.	\$125,096 2nd	\$81,696 3rd	\$72,876 2nd	\$105,711 1st
Institution E	\$127,850 1st	\$86,289 2nd	\$73,655 1st	\$102,971 2nd
Institution B	\$122,204 3rd	\$86,641 1st	\$72,643 3rd	\$99,487 3rd

Recommendations

- Salary is only one factor determining the ability of universities to attract and retain faculty. Factors such as retirement and healthcare benefits, job security, housing costs and quality of life in communities where campuses are located should be taken into account.
 - Lawmakers and university administrators should take a comprehensive approach to faculty salaries based on a well-reasoned human resource strategy.
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Recommendations

- Support efforts to obtain the necessary authority and resources to undertake a comprehensive review of compensation in California Higher Education.
 - The review should be undertaken in consultation with an appropriate advisory committee that includes but is not limited to representatives of the segments.
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